

**Directive No:**

**Approval Date:** BoG (18/11/2019)

**Previous Review Dates:** 2014

**Next Review Date:** 2024

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## Workplace Equity

### Purpose

This policy outlines Catholic Education Services, Diocese of Cairns' commitment to advancing equity in all of its activities and organisational culture. Catholic Education Services, Diocese of Cairns has a legal and moral obligation to provide a workplace which reflects contemporary and best practices towards equity for all members of the Catholic Education workplace.

### Policy

Catholic Education Services (CES), Diocese of Cairns is committed to supporting key principles which promote best practices towards equity within our workplace. The policy will have regard for backgrounds based on gender, race, ethnicity or cultural background, age, disability, parental status or other backgrounds that may give rise to potentially discriminatory practices. We encourage and value a wide range of opinions, views and cultures towards a more creative and innovative environment to reflect the value of workplace equity.

Consistent with the exemptions for discrimination in the *Anti Discrimination Act 1991*, CES may apply a 'genuine occupational requirement' relating to the Catholic faith. For some positions, such as school or CES leadership, this will require participation in the sacramental life of the Church, but in all positions it will require staff to be fully supportive of the ethos of Catholic Education.

### Rationale

As Catholic Workers equity and justice is central to our mission and way of life. Our daily work activities are meaningless if we do not live and act justly as a community and embrace all of God's people equitably. *"You have been told what is good and what the Lord requires of you: To act justly, to love tenderly and to walk humbly with your God."* (Micah6:8)

The intent of the policy is to promote and improve equity in employment and within the workplace in a manner consistent with the values of Catholic education.

### Consequences

CES Cairns is committed to the following principles to ensure workplace equity is encouraged and promoted:

- Regularly reviewing and revising policies and procedures to reflect contemporary and best practices towards workplace equity.
- Advancing workplace equity through organisational awareness, recognising the signs of inequality, and reducing barriers to opportunities, while being mindful of merit based principles.
- Broadly developing a workplace reflective of the community it serves.
- Ensuring complaints are managed in accordance with the Cairns Catholic Education complaint processes.

## Reflection

The *Workplace Gender Equity Act 2012* requires relevant employers, such as CES Cairns, to lodge yearly reports containing information relating to various gender equity indicators. These reports are made available to the public subject to some exceptions. Failure to comply with the *Act* may result in CES Cairns being named in a report given to the relevant Minister and/or by electronic or other means.

The *Anti-Discrimination Act 1991* makes it unlawful to discriminate against a person or persons based on their gender, parental status, race (including colour and ethnicity), age or disability.

## See also (Related Policies and Guidelines)

*Workplace Gender Equity Act 2012*

*Anti-Discrimination Act 1991*

Recruitment and Selection Guidelines